

(Del. Rev. 12/98)

FILED
CLERK U.S. DISTRICT COURT
DISTRICT OF DELAWAREIN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF DELAWARE
2007 OCT 16 AM 8:52Jannette Saylor
29 E. 23rd St., Wilmy, DE 19802
(Name of Plaintiff or Plaintiffs)

v.

CIVIL ACTION NO. 07 - 636State of DE - DHSS - Div of Child Support
820 N. French Street, Wilmy DE 19801
(Name of Defendant or Defendants)COMPLAINT

1. This action is brought pursuant to Title VII of the Civil Rights Act of 1964
(Federal statute on which action is based)
for discrimination related to employment Retaliation jurisdiction exists by virtue of
(In what area did discrimination occur? e.g. race, sex, religion)
42 U.S.C. Sec 2000e-3 Section 704(a) .0.
(Federal statute on which jurisdiction is based)

2. Plaintiff resides at 29 E 23rd Street
(Street Address)
Wilmington, New Castle, DE 19802
(City) (County) (State) (Zip Code)
302-576-0493
(Area Code) (Phone Number)

3. Defendant resides at, or its business is located at 84A Christiana Road
(Street Address)
New Castle, New Castle DE 19720
(City) (County) (State) (Zip Code)

4. The alleged discriminatory acts occurred on 01-27-2006, to 11-14-2006 probationary period
(Day) (Month) (Year)

5. The alleged discriminatory practice Q is Q is not continuing.

6. Plaintiff(s) filed charges with the

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State of DE - Dept. of Labor - Div. of
(Agency)
Industrial Affairs, 4425 N. Market St., Wilm., New Castle, DE 19802
(Street Address) (City) (County) (State) (Zip)

regarding defendant(s) alleged discriminatory conduct on: 01-27-2006 to 11-14-2006
(Date)

7. Attach decision of the agency which investigated the charges referred in paragraph 6 above.

8. Was an appeal taken from the agency's decision? Yes ☐ No ☒

If yes, to whom was the appeal taken? _____

9. The discriminatory acts alleged in this suit concern: (Describe facts on additional sheets if necessary)

Was subjected to disciplinary actions, work scrutiny and
ultimate discharge based on participation in a sexual harassment
investigation and office racial discrimination complaints.
Interviewed on April 10, 2006. Endured a hostile work environment
which caused medical attention with Associates in Health
Psychology, L.L.C. Flagrant abuse of power. Defamations
06/21/06; 06/27/2006; 06/30/2006; 07/07/06; 07/10/06; 9/29/06; 9/25-26/06; 10/13/06 (additional sheet)

10. Defendant's conduct is discriminatory with respect to the following:

- ☒ A. ☐ Q Plaintiff's race
- ☒ B. ☐ Q Plaintiff's color
- ☐ C. ☐ Q Plaintiff's sex
- ☐ D. ☐ Q Plaintiff's religion
- ☐ E. ☐ Q Plaintiff's national origin

11. Plaintiff prays for the following relief: (Indicate the exact relief requested)

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1. 5 year pension 01-12-2007
 2. Remove all deflamation from their employment record
 3. Re-instate employment with back pay
 4. Defendant pay attorney's Fee and other costs.
 5. Federal Court to govern all employment under Civil Right 1964 Act
 6. Future State of Delaware employment-How long before return
 7. To determine compensatory and punitive damages

I declare under penalty of perjury that the foregoing is true and correct.

Dated: 10-16-2007

Jannett Saylor
(Signature of Plaintiff)

#9.

1. Employed with Defendant as an Administrative Specialist I-Level 7, 11-28-2005 until 08-16-2006 in New Castle, DE.
2. Div. of Child Support Ent.; Chief of Administration demanded an Authorization to Release Information form from Associates in Health Psychology, L.L.C. on 10-13-2006 to be released to her, authorizing my Psychology, Ms. Hilna J. Moskowitz, Ph.D. to talk with her about keeping my job. Midge Holland demanded that the release form and Doctor Return to work letter be signed by 10-17-2006 upon returning to work that Tuesday the 17th. The release form was signed on Monday, 10-16-2006 and give to Midge Holland on 10-17-06.
3. Denied a State of DE evaluation according to their policies and procedures.
4. Discharge effected 01-12-2007, 5 year pension.
5. Discharge effected future employment with the State of Delaware.
6. Discharge effected State of DE - Administrative Specialist I labber transfer August 30, 2006 to August 30, 2007. Interviews start November 9, 2006
7. Postal recieved date of Right-to-Sue on 07-17-2007

STATE OF DELAWARE
DEPARTMENT OF LABOR
DIVISION OF INDUSTRIAL AFFAIRS – DISCRIMINATION PROGRAM

Case No. 07010026W

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CLERK U.S. DISTRICT COURT
DISTRICT OF DELAWARE
2007 OCT 16 AM 8:52

Jannette Saylor
29 East 23rd Street
Wilmington, DE 19802

vs.

STATE OF DE
Dhss-Division Of Child Support,
820 N. French Street,
Wilmington, DE 19801

FINAL DETERMINATION AND RIGHT TO SUE NOTICE

Pursuant to 19 Del. C. § 710, *et seq.*, the parties in the above-captioned matter are hereby Noticed of the Department's Final Determination and Right to Sue Notice, as follows:

No-Cause Determination and Dismissal with Corresponding Right to Sue Notice.

In this case, the Department has completed its investigation and found that there is no reasonable cause to believe that an unlawful employment practice has occurred. The Department hereby issues a No-Cause Determination and Dismissal and provides the Charging Party with a Delaware Right to Sue Notice.

In this Charge of Discrimination, the Charging Party bears the burden to prove her allegations by a preponderance of the evidence. Here, the Charging Party alleges she was retaliated against because she participated in an inquiry dealing with a coworker's complaint of illegal workplace discrimination. The Charging Party states after she participated in this investigation, she was scrutinized and then discharged because of her part in the investigation. The Respondent denies these allegations. They state the Charging Party's was discharged because of poor performance throughout her employment. They state the Charging Party was given notice of her performance deficiencies and the potential consequences if she did not improve. In order to show retaliation, the Charging Party must generally prove 1.) She participated in an activity protected under the anti-discrimination laws, 2.) The Respondent took some adverse action against the employee, and 3.) The existence of a casual nexus with the preceding elements. The evidence available in this matter tends to show the Respondent had significant and well-documented concerns regarding the Charging Party's overall performance. Similarly, there is little indication the Respondent took action against the Charging Party because of her participation in a protected activity. As such, the Charging Party has not established the existence of the required causal connection. This No Cause Determination follows.

See the attached Notice of Rights.

This Final Determination is hereby issued on behalf of the Department of Labor, Division of Industrial Affairs, Discrimination Program.

7/13/07
Date issued

For JAC, RJ, SA, S. S. S. S. S.
Julie Klein Cutler, Administrator

Delaware Department of Labor, Division of Industrial Affairs, 4425 N. Market St., Wilmington, DE 19802

STATE OF DELAWARE -
DEPARTMENT OF HEALTH AND SOCIAL SERVICES
DIVISION OF CHILD SUPPORT ENFORCEMENT

FILED
CLERK OF DISTRICT COURT
DISTRICT OF DELAWARE
2007 OCT 16 AM 8:52

FROM: November 28, 2005

TO: November 14, 2006

NAME	JOB TITLE	SECTION	UNIT
Charles Hayward	Director	DCSE	
Guy Perrotti	Deputy Director	DCSE	
Midge Holland	Chief of Administration	DCSE	
Daniel Minnick	Sr. Administrator	Accounting Section	
Eschalla Clarke	Admin. Sp. II, Supervisor	Accounting Section	
Jannette Saylor	Admin. Sp. I	Accounting Section	
Hope LaChance	Manager	Accounting Section	
Terie Backus-Woodard	Supervisor	Accounting Section	Banking
Heather Morton	Manager	Accounting Section	
Mary Showard	Supervisor	Accounting Section	Special Collection
Elizabeth Withrow	Manger	Accounting Section	
Kathleen Clifford	Supervisor	Accounting Section	Mailroom
Craig Stone	Supervisor	Accounting Section	Logging Payments
Kelly A. Langley	Manager	Accounting Section	
Dionne Chinn	Supervisor	Accounting Section	Adjustment/ Research
Vidya Pai	Supervisor	Accounting Section	Audits
Karen Jones	Supervisor	Accounting Section	Data Entry
Art Caldwell	Sr. Administrator	Fiscal Section	
Nancy Logan		Fiscal Section	Office Supplies
Angela Berry-Jones	Back-up Timekeeper	Accounting and Fiscal Section(s)	Staff Members
Jannette Saylor	Back-up Timekeeper	Accounting and Fiscal Section(s)	Staff Members
Jannette Saylor	Back-up Supply Order	DCSE	Division

07-636

ORIGINAL

JS 44 (Rev. 11/04)

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DISTRICT OF DELAWARE

CIVIL COVER SHEET

The JS 44 civil cover sheet and the information on this cover sheet do not replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS JANETTE Saylor
29 E 23rd Street, Wilmington,
DE 19802

(b) County of Residence of First Listed Plaintiff New Castle
 (EXCEPT IN U.S. PLAINTIFF CASES)

(c) Attorney's (Firm Name, Address, and Telephone Number)
PRO SE
JANETTE Saylor
29 E 23rd Street, Wilmington, DE 19802

DEFENDANTS State of DE -
DHSS - Division of Child Support Ent.
820 N. French Street, Wilmington,
DE 19801

County of Residence of First Listed Defendant New Castle
 (IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.

Attorneys (If Known)

II. BASIS OF JURISDICTION (Place an "X" in One Box Only)

☐ 1 U.S. Government Plaintiff ☒ 3 Federal Question (U.S. Government Not a Party)

☐ 2 U.S. Government Defendant ☐ 4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (Place an "X" in One Box for Plaintiff and One Box for Defendant)

(For Diversity Cases Only)

	PTF	DEF		PTF	DEF
Citizen of This State	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Incorporated or Principal Place of Business In This State	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Citizen of Another State	<input type="checkbox"/>	<input type="checkbox"/>	Incorporated and Principal Place of Business In Another State	<input type="checkbox"/>	<input type="checkbox"/>
Citizen or Subject of a Foreign Country	<input type="checkbox"/>	<input type="checkbox"/>	Foreign Nation	<input type="checkbox"/>	<input type="checkbox"/>

IV. NATURE OF SUIT (Place an "X" in One Box Only)

CONTRACT	TORTS	FORFEITURE/PENALTY	BANKRUPTCY	OTHER STATUTES
<input type="checkbox"/> 110 Insurance <input type="checkbox"/> 120 Marine <input type="checkbox"/> 130 Miller Act <input type="checkbox"/> 140 Negotiable Instrument <input type="checkbox"/> 150 Recovery of Overpayment & Enforcement of Judgment <input type="checkbox"/> 151 Medicare Act <input type="checkbox"/> 152 Recovery of Defaulted Student Loans (Excl. Veterans) <input type="checkbox"/> 153 Recovery of Overpayment of Veteran's Benefits <input type="checkbox"/> 160 Stockholders' Suits <input type="checkbox"/> 190 Other Contract <input type="checkbox"/> 195 Contract Product Liability <input type="checkbox"/> 196 Franchise	PERSONAL INJURY <input type="checkbox"/> 310 Airplane <input type="checkbox"/> 315 Airplane Product Liability <input type="checkbox"/> 320 Assault, Libel & Slander <input type="checkbox"/> 330 Federal Employers' Liability <input type="checkbox"/> 340 Marine <input type="checkbox"/> 345 Marine Product Liability <input type="checkbox"/> 350 Motor Vehicle <input type="checkbox"/> 355 Motor Vehicle Product Liability <input type="checkbox"/> 360 Other Personal Injury PERSONAL PROPERTY <input type="checkbox"/> 362 Personal Injury - Med. Malpractice <input type="checkbox"/> 365 Personal Injury - Product Liability <input type="checkbox"/> 368 Asbestos Personal Injury Product Liability <input type="checkbox"/> 370 Other Fraud <input type="checkbox"/> 371 Truth in Lending <input type="checkbox"/> 380 Other Personal Property Damage <input type="checkbox"/> 385 Property Damage Product Liability	<input type="checkbox"/> 610 Agriculture <input type="checkbox"/> 620 Other Food & Drug <input type="checkbox"/> 625 Drug Related Seizure of Property 21 USC 881 <input type="checkbox"/> 630 Liquor Laws <input type="checkbox"/> 640 R.R. & Truck <input type="checkbox"/> 650 Airline Regs. <input type="checkbox"/> 660 Occupational Safety/Health <input type="checkbox"/> 690 Other	<input type="checkbox"/> 422 Appeal 28 USC 158 <input type="checkbox"/> 423 Withdrawal 28 USC 157 PROPERTY RIGHTS <input type="checkbox"/> 820 Copyrights <input type="checkbox"/> 830 Patent <input type="checkbox"/> 840 Trademark SOCIAL SECURITY <input type="checkbox"/> 861 HIA (1395ff) <input type="checkbox"/> 862 Black Lung (923) <input type="checkbox"/> 863 DIWC/DIWW (405(g)) <input type="checkbox"/> 864 SSID Title XVI <input type="checkbox"/> 865 RSI (405(g)) FEDERAL TAX SUITS <input type="checkbox"/> 870 Taxes (U.S. Plaintiff or Defendant) <input type="checkbox"/> 871 IRS—Third Party 26 USC 7609	<input type="checkbox"/> 400 State Reapportionment <input type="checkbox"/> 410 Antitrust <input type="checkbox"/> 430 Banks and Banking <input type="checkbox"/> 450 Commerce <input type="checkbox"/> 460 Deportation <input type="checkbox"/> 470 Racketeer Influenced and Corrupt Organizations <input type="checkbox"/> 480 Consumer Credit <input type="checkbox"/> 490 Cable/Sat TV <input type="checkbox"/> 810 Selective Service <input type="checkbox"/> 850 Securities/Commodities/Exchange <input type="checkbox"/> 875 Customer Challenge 12 USC 3410 <input type="checkbox"/> 890 Other Statutory Actions <input type="checkbox"/> 891 Agricultural Acts <input type="checkbox"/> 892 Economic Stabilization Act <input type="checkbox"/> 893 Environmental Matters <input type="checkbox"/> 894 Energy Allocation Act <input type="checkbox"/> 895 Freedom of Information Act <input type="checkbox"/> 900 Appeal of Fee Determination Under Equal Access to Justice <input type="checkbox"/> 950 Constitutionality of State Statutes
REAL PROPERTY <input type="checkbox"/> 210 Land Condemnation <input type="checkbox"/> 220 Foreclosure <input type="checkbox"/> 230 Rent Lease & Ejectment <input type="checkbox"/> 240 Torts to Land <input type="checkbox"/> 245 Tort Product Liability <input type="checkbox"/> 290 All Other Real Property	CIVIL RIGHTS <input type="checkbox"/> 441 Voting <input checked="" type="checkbox"/> 442 Employment <input type="checkbox"/> 443 Housing/Accommodations <input type="checkbox"/> 444 Welfare <input type="checkbox"/> 445 Amer. w/Disabilities - Employment <input type="checkbox"/> 446 Amer. w/Disabilities - Other <input type="checkbox"/> 440 Other Civil Rights	PRISONER PETITIONS <input type="checkbox"/> 510 Motions to Vacate Sentence Habeas Corpus: <input type="checkbox"/> 530 General <input type="checkbox"/> 535 Death Penalty <input type="checkbox"/> 540 Mandamus & Other <input type="checkbox"/> 550 Civil Rights <input type="checkbox"/> 555 Prison Condition		

V. ORIGIN (Place an "X" in One Box Only)

☐ 1 Original Proceeding ☐ 2 Removed from State Court ☐ 3 Remanded from Appellate Court ☐ 4 Reinstated or Reopened ☐ 5 Transferred from another district (specify) ☐ 6 Multidistrict Litigation ☐ 7 Appeal to District Judge from Magistrate Judgment

VI. CAUSE OF ACTION Cite the U.S. Civil Statute under which you are filing (Do not cite jurisdictional statutes unless diversity):
Title VII of the Civil Rights Act of 1964
 Brief description of cause:
Discrimination; Retaliation - 42 U.S.C. SEC 2000e-3 Section 7047a

VII. REQUESTED IN COMPLAINT: ☒ CHECK IF THIS IS A CLASS ACTION UNDER F.R.C.P. 23 **DEMAND \$** **CHECK YES only if demanded in complaint:** **JURY DEMAND:** ☒ Yes ☐ No

VIII. RELATED CASE(S) IF ANY (See instructions): JUDGE _____ DOCKET NUMBER _____

DATE 10-16-2007 SIGNATURE OF ATTORNEY OF RECORD PRO SE Jannette Saylor

FOR OFFICE USE ONLY

RECEIPT # _____ AMOUNT _____ APPLYING IFP _____ JUDGE _____ MAG. JUDGE _____

AO FORM 85 RECEIPT (REV. 9/04)

United States District Court for the District of Delaware

Civil Action No. 07 - 636

ACKNOWLEDGMENT
OF RECEIPT FOR AO FORM 85

NOTICE OF AVAILABILITY OF A
UNITED STATES MAGISTRATE JUDGE
TO EXERCISE JURISDICTION

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U.S. DISTRICT COURT
DISTRICT OF DELAWARE
2007 OCT 16 AM 9:17

I HEREBY ACKNOWLEDGE RECEIPT OF 1 COPIES OF AO FORM 85.

10-16-07
(Date forms issued)

Jannette Saylor
(Signature of Party or their Representative)

Jannette Saylor
(Printed name of Party or their Representative)

Note: Completed receipt will be filed in the Civil Action